

Humane Leadership Essentials



High performance leadership practices
based in curiosity, creativity, and care

Rilke

... I want to unfold.

Nowhere do I want to remain folded,

for where I am bent and folded, there I am a lie...

[Entire poem here](#)

Humane Leadership Defined

Leadership

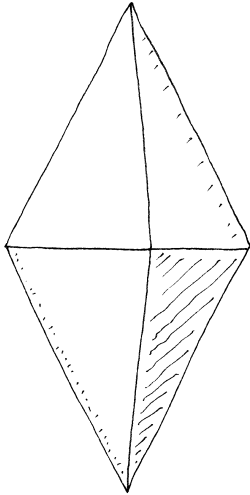
- Improving the performance of others towards a shared goal

Humane

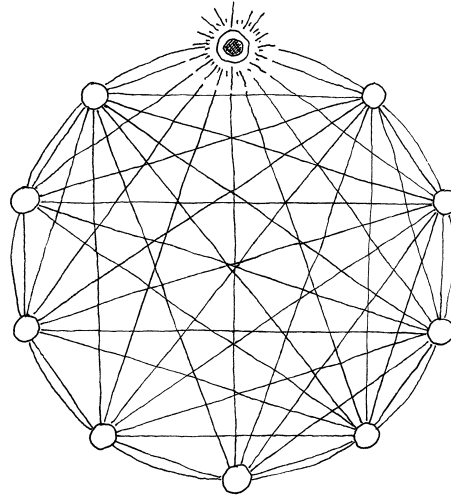
- Compassion
- Learning with a refining effect on people

Three Purposes of Work

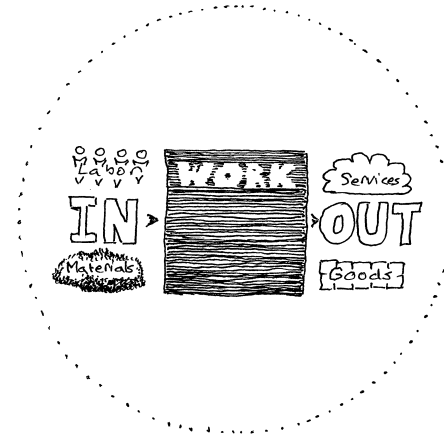
Develop Capabilities



Transcend Ourselves

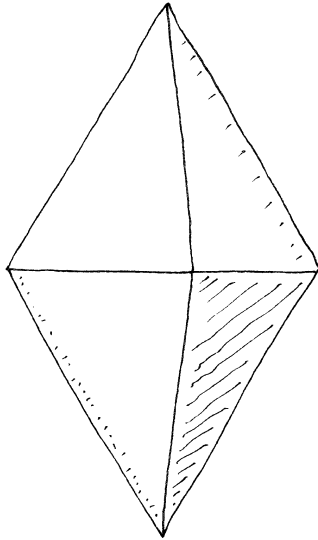


Produce Goods & Services

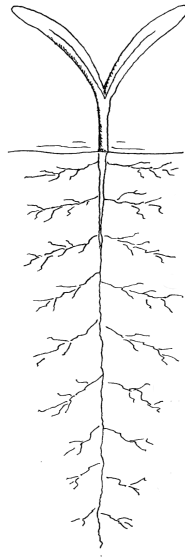


Humane Leadership Values

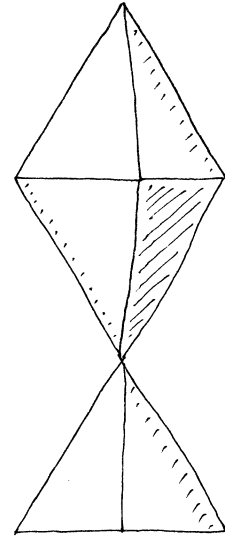
Fair Strength



Generative Care



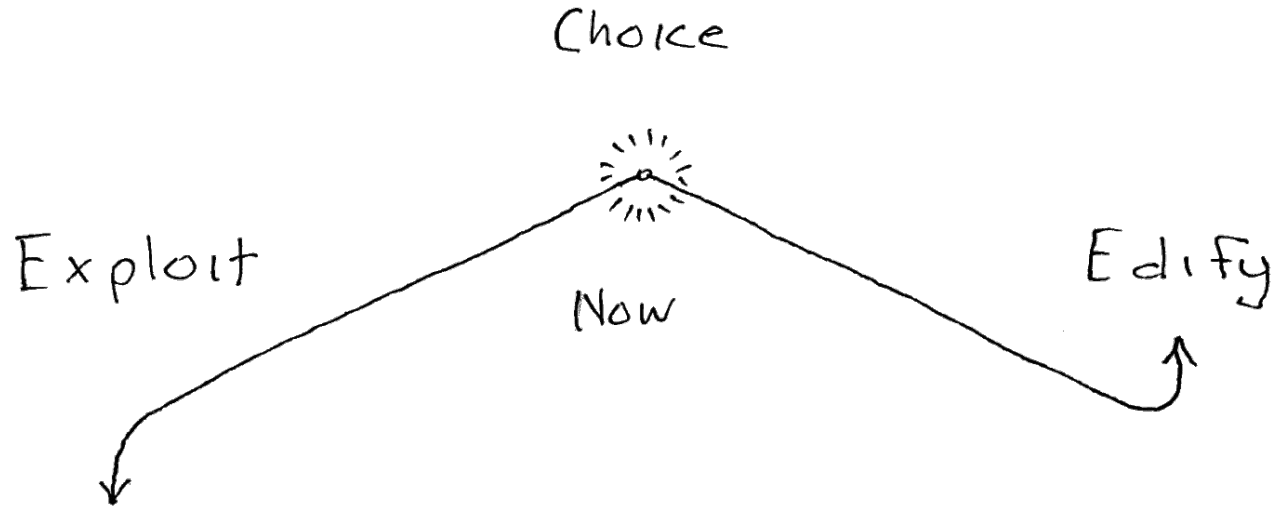
Wise Balance



Humane Leadership within a Culture of CARE

- **C**onnect
- **A**chieve
- **R**espect
- **E**merge

Humane Leadership is a Choice





Leadership

Improves

Performance



Choose a Performance Issue to Work

- This person < who was performing >
- did < what happened >
- and it matters because < stakes >.

Performance = P(MOCA)

Wisdom Jig [here](#)

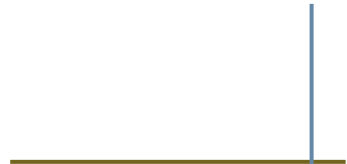
- Motivation
 - [Sources of Motivation](#)
- Opportunity
 - Time
 - Authority
- Clarity of Expectations
 - What to do, when, how
- Ability
 - Talent
 - Tools
 - Training



Humane leadership

requires

Consent



Leaders Create & Hold Form in Performance Meetings

- Social
- Physical
- Emotional
- Mental - Intentional Attention

Consent

requires

Earned
Influence

Earned Influence = EI(RUV)

Wisdom Jig [here](#)

- Relevant
 - To your organization
 - To yourself - values
 - Aligned?
- Unique
 - What you can offer
- Visible
 - Quiet
 - Getting louder

Resources

- [Wisdom Ijigs](#)
- [Email sign up](#) & chapter one
- [Humane Leadership](#) book



Thank you.

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